2025-28 Quarter to September 2026 Growth, Planning & Climate Performance Report – Service Plan Performance Indicators

PI Status	
	Alert
	Warning
	OK
	Unknown
	Data Only

Long Term Trends	
	Improving
	No Change
	Getting Worse

Short Term Trends	
	Improving
	No Change
	Getting Worse

Section 4 - Strategic Level Outcomes or Priorities
4.2 Delivery of the Community Wealth Building Strategy and Action Plan

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON07	Nat(b)	SLAED-WE2 Proportion of people earning less than the living wage	11.9%	16.2%	12.9%		Not measured for Quarters					29 out of 32 results are published for this indicator – Nov 2026 **Family Group Rank 2/8** **National Rank 10/29** Angus 18.4% Argyll & Bute 13.1% East Lothian 18.4% Highland 9.6% Midlothian 11.5% Moray 12.9% Scottish Borders 13.5% Stirling 14.2% **Family Group Average 14.0%** **National Average 12.1%**		

ENVDV502a	Nat(b)	SLAED-OC2b Moray median gross weekly earnings - by place of work	Data only	£688.80			Not measured for Quarters	Male - £717.40, Female - £623.10 Scotland av. £739.70 Scotland Male - £766.60 Scotland Female - £701.00		
ENVDV502b	Nat(b)	SLAED-OC2a Moray median gross weekly earnings - by place of residence	Data only	£638.60			Not measured for Quarters	Male - £678.10 Female - £615.00 Scotland av. - £740.00 Scotland Male - £767.70 Scotland Female - £701.00		

Section 4 - Strategic Level Outcomes or Priorities
4.3 Improve access to fair work, employment and training opportunities

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD105	Local	No. of females participating, progressing and sustaining learning, training and employment opportunities across the Moray Pathways Local Employability Partnership	382	290	364	197	285	323	364	189	197	Service Plan outcome measure to increase by 5% annually. Based on 2025/26 data, annual target for 2026/27 = 382. Quarterly updates are cumulative to end of March. At the end of September, 197 females were participating, progressing, or sustaining in learning, training and employment, achieving 52% of the annual target. Although currently reported as red, performance remains on track to meet the year-end target.		
EGD106	Local	No of females entering the workforce via Sector Based Work Academy Programme and MERI scheme	115	55	110	30	76	97	110	18	30	Service Plan outcome measure to increase by 5% annually. Based on 2025/26 data, annual target for 2026/27 = 115. Quarterly updates are cumulative to end of March. At the end of September, 30 females have entered the workforce via Sector Based Work Academy Programme and the MERI scheme, achieving 26% of the annual target. This PI is reported as red against the annual target with performance lower than expected at this stage of the year due to the delayed opening of MERI grants.		
EGD107	Local	No. of MA and Graduate apprenticeships in Moray	50	N/A	53	N/A	24	48	53	1	3	Annual target of 50. 3 apprenticeships have been created so far this year - 6% of the annual target. This PI is reported as red against the annual target with performance lower than expected at this stage of the year due to ongoing recruitment for the DYW Apprenticeship post.		
EGD108	Local	No of businesses engaging with Moray Pathways Training and FE/HE provision	255	133	232	N/A	164	222	232	253	281	Service Plan outcome measure to increase the number of businesses engaging with Moray Pathways by 10% annually. Based on 2025/26 data, annual target for 2026/27 = 255. At the end of September, 281 business are engaging with Moray Pathways, exceeding the annual target of 255. This increase in employer engagement is linked to new sector-based courses and engagement following workforce north interventions and business events.		

ENVDV500	Nat(b)	Proportion of 16–29-year-olds within Moray Population (NRS Mid-Year)	14.9%	14.7%	14.5%		Not measured for Quarters	Service Plan Desired Outcome - to increase the proportion of 16–29-year-olds within Moray by 2% each year (against NRS Mid-Year 2023 data) - 2% increase on 14.6% = 14.6% x 0.02% =0.29% (0.3%) increase so 14.9% Mid-2025 population estimates - National Records of Scotland (NRS). Published July 2026 - Moray - 13,755 residents aged between 16-29/total estimated population 94,730 = 14.5% - Scotland - 944,592 residents aged between 16-29/total estimated population 5,545,500 + 17.03%		

Section 4 - Strategic Level Outcomes or Priorities
4.4 Enable more people to work by supporting access to affordable childcare

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON01	Nat(b)	Percentage of Unemployed People Assisted into work from Council Programmes	20.1%	10.4%	15.1%		Not measured for Quarters					Data published Nov 2026 **Family Group Rank 2/8** **National Rank 16/32** Angus 6.5% Argyll & Bute 11.7% East Lothian 10.7% Highland 9.2% Midlothian 11.5% Moray 15.1% Scottish Borders 8.4% Stirling 26.7% **Family Group Average 12.5%** **National Average 12.9%**		
EGD101	Local	No of School Age (5-12) Child Care (SACC) Places Available	Data only	566	615	615	581	581	615	615	615	There has been no increase in the number of places available for children aged 5-12 during the first half of this year. In September, £1.6 million in funding was awarded to Moray Council for a pilot programme designed to make afterschool activities more accessible and affordable. The employability partnership will work in collaboration with partners to deliver this work.		
ENVDV270	Local	No of parents assisted through Employability Partnership	Data only	123	130	68	28	29	44	30	38	38 parents have been assisted through the Employability Partnership during quarter 2. This service continues to make an impact with referrals increasing from quarter 1.		
GPG1.6	Nat(b)	% Gender Pay Gap FT (By place of Residence)	Data only	9.2%			Not measured for Quarters					www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of residence (2025) Hourly Pay - Excluding Overtime Male FT - £18.00 Female FT - £16.34 1.66/18.00 = 9.22%		

GPG1.7	Nat(b)	% Gender Pay Gap FT (By place of Work)	Data only	4.3%			Not measured for Quarters	www.nomisweb.co.uk/reports/lmp/lad/1778385225/report.aspx Earnings by place of work (2025) Hourly Pay - Excluding Overtime Male FT - £17.91 Female FT - £17.14 0.77/£17.91 = 4.3%		

Section 4 - Strategic Level Outcomes or Priorities
4.5 Delivery of the Levelling Up Fund elements of the Elgin City Centre Masterplan and 4.6 Delivery of the Town Centre Improvement Plan & Annual Report

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
ECON09	Nat(b)	SLAED-OC8 Town Vacancy Rates	6.9%	14.0%	16.0%		Not measured for Quarters					Data published Nov 2026 **Family Group Rank 7/8** **National Rank 23/32** Angus 17.4% Argyll & Bute 11.4% East Lothian 11.3% Highland 12.1% Midlothian 6.3% Moray 16.0% Scottish Borders 11.7% Stirling 13.6% **Family Group Average 12.5%** **National Average 11.2%**		
EGD102	Local	No of empty properties and vacant/derelict sites in the city centre	Data only	N/A			Not measured for Quarters					As of November 2026, data still not available		
EGD103	Local	No of additional residential properties in Elgin city centre	Data only	N/A			Not measured for Quarters					As of November 2026, data still not available		

Section 4 - Strategic Level Outcomes or Priorities
4.6 Progress an Area Wide Climate Change Strategy with Moray CAN

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
CLIM01	Nat(b)	CO2 emissions area wide: per capita (Tonnes)	3.55t	3.95t			Not measured for Quarters					**Family Group Rank - 4/8** **National Rank - 17/32** East Ayrshire - 3.31 East Lothian - 9.58 Fife - 7.57 Moray - 3.95 North Ayrshire - 3.92 Perth & Kinross - 4.26 South Ayrshire - 4.15 Stirling - 3.64 **Family Group Average - 5.05** **National Average - 4.29**		
CLIM02	Nat(b)	CO2 emissions area wide: emissions within scope of LA per capita (Tonnes)	3.41t	6.40t			Not measured for Quarters					**Family Group Rank - 8/8** **National Rank - 32/32** East Ayrshire - 3.78 East Lothian - 3.93 Fife - 4.00 Moray - 6.40 North Ayrshire - 4.32 Perth & Kinross - 5.28 South Ayrshire - 4.86 Stirling - 5.22 **Family Group Average - 4.72** **National Average - 3.86**		

Section 5 - Service Level Outcomes or Priorities
2. Legislative & Regulatory

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
GPCCP01	Local	% of new food businesses registration and advice requests given within 10 days of contact	Data only	N/A	N/A	46%	N/A	N/A	N/A	55.6%	36.4%	8 out of 22 registrations received advice within 10 days of contact The decrease in performance between quarters reflects the loss of one full-time equivalent (FTE) post and an existing vacancy within the team. Recruitment is underway, with the vacant post expected to be filled by December 2026. This is anticipated to improve performance and support increased service capacity into 2027. In addition, the appointment of a Principal Officer by November 2026 will provide greater strategic oversight and leadership, helping to drive service improvements and enhance response times for newly registered businesses. As this is a new performance indicator, results from the current reporting period will be used to establish a baseline for future comparison.		

Section 5 - Service Level Outcomes or Priorities
5. Workplace Health and Wellbeing

Code	Code	Short Name	Current Target	2024/25	2025/26	2026/27	Q2 2025/26	Q3 2025/26	Q4 2025/26	Q1 2026/27	Q2 2026/27	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
EGD001	Local	Sickness absence - Average no, of days lost per FTE	Data only	65.82	29.22	3.73	10.08	1.2	1.1	1.41	2.32	Moray Council – average 3.28 days lost per FTE Economy, Enterprise & Operations – average 3.73 days lost per FTE		
EGD001a	Local	Sickness absence - % of lost days	Data only	5.01%	2.98%	3.33%	2.9%	2.2%	1.9%	2.52%	4.13%	Moray Council – 5.96% Economy, Enterprise & Operations – 6.63%		